

Approved October 11, 2011

Minutes

Task Force on Employee Wellness and Consolidation of Agency Group Insurance

Tuesday, October 4, 2011

DHHS 401 Hungerford Road - Tan Conference Room

The meeting was called to order by Acting Task Force Chair Paul Heylman at 8:05 a.m.

Approval of Minutes

The minutes from the September 27, 2011 meeting were approved with an amendment to say that the September 20, 2011 minutes were to be amended to reflect that Chief Administrative Officer Timothy Firestone is the Chair of the Cross-Agency Resource-Sharing (CARS) committee and Mr. Girling serves as chair of the CARS benefits subcommittee.

Request for Comments from Visitors

There were no visitor comments at this time.

New Business – Extend Work of the Task Force through November 15, 2011

A motion to extend Task Force meetings through Tuesday, November 15, 2011 was approved without objection.

Mr. McTigue requested a presentation on the Cross-Agency Resource-Sharing (CARS) effort to include what CARS is working on, what they have done, and what they haven't done. Mr. Girling said that the CARS benefits committee is made up of the agency people on this Task Force. Councilmember Leventhal said that when the Council framed the resolution establishing this Task Force it knew what CARS had done but that the Council hoped that the Task Force would go a step further and move faster. Mr. McTigue said the Task Force should hear from the Chair of CARS, since the work of CARS could impact Task Force recommendations and the Task Force could be duplicating the work of CARS. He also said there needs to be clarification on how certain statements, such as whether certain insurers have the capacity to handle a large increase in the number of people they are serving, are being reviewed. Mr. Israel suggested that as a part of the CARS presentation, there should be a presentation on how the agencies jointly bid now to clarify how this might be different under consolidation. Ms. McMillan said she would contact the Chief Administrator's Office to schedule a CARS presentation for the Task Force.

Continued Discussion of September 27 Presentations from Aon Hewitt and Dr. Thomas Sawyer

Acting Chair Heylman asked members of the Task Force if they had remaining questions/discussion issues from the presentation by Aon Hewitt on the overview of programs offered by the Montgomery County agencies or by Dr. Thomas Sawyer on alternatives to cost shifting and improving plan value.

Mr. McTigue said that if there is additional time with Dr. Sawyer, he would ask Dr. Sawyer what he meant by the term cost shifting and what his reaction would be to the proposal from the County Executive that would have tied the premium amount paid by an employee to income. Ms. Millar said that she understands Dr. Sawyer's concern about cost shifting to be that it is a one-time saving approach rather than something to decrease the overall cost of healthcare.

Mr. Lutes discussed whether there could be a structure put in place that addresses high utilization and the key drivers of cost. Mr. Heylman asked what the Consolidation Committee might be able to do to help the Wellness Committee address the 20% of people who are responsible for 80% of the cost. Mr. Johnstone said that all the health plans have case management and disease management programs but there is a portion of the population that will not use them and the problem is how to capture these individuals. Mr. Lutes emphasized the need to go beyond the current model of what is being offered.

Mr. McNutt said that you don't have to consolidate to have a uniform wellness program but that his experience is that when these programs are internal to the medical provider it is like having the fox guarding the hen-house. There are three or four very good disease management providers. These providers look every month at claims data and prescription data and report back. This service should be selected through an RFP process.

Mr. Heylman noted that it is not an issue of wellness versus consolidation but if there needs to be one commonly controlled group to address the issue that should be considered.

Mr. Israel distributed a summary paper, "Health Care Cost Containment in MCPS," to the Task Force. He said that he thought the Task Force might find it helpful to look at the range of things that MCPS has done over the last 10 years. He noted that it includes plan design, wellness, a pharmacy audit, and bi-annual meetings with plan administrators.

Full Task Force adjourned at 8:35 a.m. to meet as the Consolidation and Wellness committees.

Attendees:

Task Force Members:

Sue DeGraba Montgomery County Public Schools (MCPS)

Karen DeLong	AFSCME Local 2380
Erick Genser	IAFF Local 1664
Denise Gill	FOP Lodge 35
Wes Girling	Montgomery County Government
Paul Heylman	Public Member
Tom Israel	MCEA
Rick Johnstone	MCPS
Jan Lahr-Prock	M-NCPPC
Mark Lutes	Public Member
Thomas McNutt	Public Member
Brian McTigue	Public Member
Edye Miller	MCAAP
William Mooney	Public Member
Richard Penn	AAUP
Farzaneh Riar	Public Member
David Rodich	SEIU Local 500
Arthur Spengler	Public Member
Ulder Tillman	Montgomery County Government
Lynda von Bargaen	Montgomery College
Michael Young	FOP Lodge 30

Alternates:

Karen Bass (for Lynda von Bargaen)	Montgomery College
Debra Christner (for Ulder Tillman)	County Government
Amy Millar (for Gino Renne)	MCGEO Local 1994
Paul Brown (for Jan Lahr-Prock)	M-NCPPC

Guests:

Stan Damas, MCPS, Department of Association Relations
 Councilmember George Leventhal
 Lori O'Brien, Office of Management and Budget (County Government)
 Patty Vitale, Chief of Staff to Councilmember Leventhal
 Victor Zapana, Washington Post

Staff:

Craig Howard, Office of Legislative Oversight
 Kristen Latham, Office of Legislative Oversight
 Linda McMillan, Council Staff
 Karen Orlansky, Office of Legislative Oversight
 Aron Trombka, Office of Legislative Oversight